Exploring nurse educators' perceptions of the subcultures within nursing as a means to bridge the practice-education gap: Findings from an ethnographic study

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Acknowledgements

- Sigma Theta Tau International, Alpha Psi Chapter

- Duquesne University School of Nursing

Professional Culture of Nursing

- Characteristics
  - Values
  - Beliefs
  - Behaviors or Norms

Subcultures within Nursing

- Academia and Service/Practice

  – Values

  – Beliefs

  – Behavior

Similarities

- Caring, yet practicing incivility towards new members (eating our young).
- Organizational culture strong influence
  - Structure
  - Dress
  - Overarching values

Differences

- Academia
  - formal
  - slow to change
  - traditional
  - caring

- Service
  - less formal
  - quickly changing
  - focused on patient quality and safety
  - interprofessional collaboration

Why the difference?

- Ideal vs Manifest Culture?
- Organizational differences?
- Dominant Culture?
- Cultural imposition?

What does this mean?

- New graduates of nursing education

- Clinicians moving to academia

Implications for Nurse Educators

- exploring and accepting differences

- building on commonalities

- making tacit aspects of culture more explicit when working with and between subcultures within nursing.

Bridging the Practice-Education Gap